

### Amendments to the Claims

**Claim 1 (Currently Amended)** A personnel valuation program embodied on a computer readable medium for use with a ~~permitting a personal computer, the personal valuation program comprising to function as:~~

a valuatee setting operation ~~means~~ for setting a valuatee group of valuatees to be valuated as a subject of personnel valuation, a valuator group of valutors for performing valuation corresponding to the valuatee group and a valuation item group, as items of valuation;

a reference valuator operation ~~means~~ for setting one or more reference valutors from the valutors in the valuator group as at least one reference data valuator;

an inputting operation ~~a means~~ for inputting valuation data of the valuatees by all the valutors in the valuator group including the at least one reference data valuator ~~as initial valuation data;~~

an adjusting operation ~~a means~~ for adjusting the inputted initial valuation data, ~~data by the valutors in the valuator group other than the at least one reference data valuator, valuator with mean data of the at least one reference data valuator and a standard deviation of the inputted valuation data by the at least one reference data valuator as a reference, whereby adjusted valuation data is generated, such that mean data of the adjusted valuation data is identical with the mean data of by the at least one reference data valuator and a reference deviation of the adjusted valuation data is identical with the standard deviation of the inputted valuation data by the at least one reference data valuator;~~

a summing operation ~~means~~ for summing up the inputted valuation data of the individual valuatees in the whole valuatee group on the basis of the adjusted valuation data; and

a setting operation ~~means~~ for setting weight data of valutors for weighting the inputted valuation data in dependence on posts of the valutors in the valuator group indicating an ability to do appropriate valuation.

**Claim 2 (Canceled)**

**Claim 3 (Currently Amended)** The personnel valuation program according to claim 1, wherein the at least one reference data valuator is ~~valuators are~~ selected for obtaining appropriate personnel valuation data, and the adjusted valuation data ~~set by the reference data valuator is~~ performed with respect to the inputted valuation data of all of the valuatee group about all of the valuation items.